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OCA 86-3409  
1 October 1986

## MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Personnel Review Committee Team Member Meeting  
with [ ] Director, Office of  
Global Issues [ ]

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1. Ms. Natalie Bocock, Senate Select Committee on Intelligence (SSCI) staffer on the SSCI personnel review team, was briefed by [ ] Director, Office of Global Issues, on 1 October 1986 from 0945 until 1035 in 3G00. Also attending were [ ] Deputy Director for Personnel for Policy, Analysis and Evaluation; [ ] Chief, DI Management, Planning and Services Staff, and [ ] [ ] OCA/Senate Affairs. [ ]

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2. [ ] commented that the issues are becoming more complex and high quality analysis is needed. The challenge is to continue in this environment with next to zero increases in salary and a competitive environment for people. [ ] said his needs are always changing and OGI has a requirement for a broader than normal range of capabilities--oil reservoir specialists, international finance specialists, technologists, agronomists, etc. He commented that OGI has to have a blend of technical and analytical expertise and that it is a highly dynamic office that needs to adjust rapidly to changing policy issues. There must be a high degree of flexibility so resources can be moved to other issues. OGI cannot be constrained by office structure or type of skills available. [ ]

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3. OGI tries to find individuals with a technical capability who have a broad general background so they can keep flexible in the use of the technical capability. The OGI program recruits technical experts who are provided training and given experience which can be applied to a wide variety of areas and also provides alternative assignments, such as rotations. [ ]

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4. [ ] explained the involvement of line DI personnel (GS-13s to SIS') in the recruitment effort. OGI does not limit its recruiting effort to colleges; it also recruits from industry. He noted that OGI will lose some of the experts in four or five years. [ ]

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5. Technical expertise needed in OGI can be identified about three years in advance. The access that OGI gives to the policy community is very challenging because line managers are delegated a lot of responsibility. There was a discussion on how OGI competes with the intelligence community. [redacted]

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6. [redacted] discussed rotational assignments, which include one or two year assignments to the DO; three months to an intelligence group to gain experience; six month tour to the NSC, etc. He noted that 80 per cent of the rotationals do return to OGI in more demanding assignments. [redacted]

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7. [redacted] commented that OGI must have an aggressive training program and that [redacted] a year is spent in salary and training. [redacted] noted that the career training (CT) program is a good way to broad gauge a technical person. The OGI goal is 60 per cent trained through the CT program. [redacted]

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8. [redacted] said that the international financial arena will be a problem in the future because it changes so rapidly. He noted that OGI needs to have people intellectually equipped to keep in front, which is difficult for OGI because of the enormous financial incentives on the outside. Currently OGI is thinking of developing a program where one person a year spends a year in the investment banking community. [redacted]

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9. Ms. Bocock read the Helms amendments to the Intelligence Authorization bill regarding the use of analysts on other duties and the paper on Mexico. [redacted]

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